

May 7th, 2018

Brigadier General Michael F. Fahey III
Commanding General
Force Headquarters Group

Good afternoon Sir,

Each year, the Marines of Bravo Company's Counterintelligence/Human Intelligence Platoon (CIP) in Intelligence Support Battalion (ISB) gather to celebrate the time-honored tradition of the Marine Corps Birthday with a local celebratory ball. This year, several staff from ISB including (b)(6) attended the CIP ball. During our birthday celebration, a group of (b)(6) Marines in attendance acted with conduct unbecoming of the title of Marine. Specifically, there was a group of five current or former Marines that spent their time together while at the event, including (b)(6). I submit this request seeking remedial action for the inappropriate behavior witnessed during the event.

This group arrived early to the event together, and several members were visibly intoxicated. Before the event officially began, I witnessed these individuals serving themselves from the bar without permission, while event staff were focused on addressing technical issues related to the audio/visual setup. Further, some of them made harassing comments throughout the evening that were sexual in nature. I have detailed several witness statements as appendices for further reference. In addition to the comments made to spouses, our team lost a highly qualified potential CIP candidate who attended the event. We often invite potential candidates to our annual birthday celebration as an opportunity to experience the level of professionalism and maturity of the team. Unfortunately, the behavior of the group identified directly resulted in the candidate removing himself for further consideration of joining the MOS.

The full scope of issues was not understood until CIP did a complete after action debrief the following drill in December. In response, CIP used directed our request through the chain of command for a written apology to the Marines of CIP along with their spouses and guests from the group of individuals that had acted inappropriately. In speaking with (b)(6) the request for a letter of apology from the offenders was made explicit. Concluding the discussion (b)(6) verbally apologized for not taking direct action that night.

On January 5th, 2018, (b)(6) sent out a company-wide letter that included his own apology for the events that took place at the ball. Though demonstrative of (b)(6) character, the letter did not satisfy our request for an apology from the offenders. I continued to share that our concerns had not been met, and CIP was informed that (b)(6) would be in attendance during March drill, implying an in-person apology would occur then (b)(6) did not attend our March drill due to inclement weather. We gave the process several months to see if we would arrive at a solution, but did not receive a satisfactory outcome.

In April, I made a final attempt to have the incidents at the ball addressed to our satisfaction through the chain of command. I received a call from the newly appointed Commanding Officer, (b)(6). I outlined the incidents and concerns from the ball, and he sought to set up a call between myself and (b)(6). (b)(6) Being that I was out of the country, the conversation eventually occurred during May drill at the end of the day while on the range. Prior to May drill, I received a call from (b)(6) stating that "if anyone was offended, [he] apologize[d]." I made it clear that I was not the only one who felt betrayed; the apology did not appear to be genuine in my assessment.

During the discussion on the range at May drill, (b)(6) said that he was not aware of the full situation and apologized for the discussion taking so long to occur. He stated that he took action regarding the behavior the day after the ball, and that several individuals who acted out had been subject to disciplinary action, as well as one week of equal opportunity (EO) training. He stated that he was willing to write a letter in apology for the actions that took place at the ball. As all of these actions were unknown to CIP, I requested

that he make it known to the Marines, spouses, and guests of CIP in the letter of apology. Further, it was disappointing that (b)(6) did not identify his own failure to act that evening as a point of failure, which allowed the situation to negatively persist throughout the duration of the event.

The desired outcome in this situation is for the five individuals that exhibited sexual harassment, or took no action against their peers, to sign a letter of apology directed to the Marines, spouses, and guests of the CIP ball. Further, I humbly request a review of the follow-on actions of (b)(6) to determine if the appropriate steps were taken in light of the incidents that occurred. If additional actions are deemed necessary, I very respectfully request that CIP be made aware of these and previous actions, so we may share that information with our spouses and guests to provide closure on this issue.

Unfortunately, this issue has plagued the morale of our team for over six months at this point. It is a distraction from our mission, and a problem for which we would never wish upon any Marine or their spouse. I feel we have fully utilized options at our disposal through the chain of command but have not received satisfactory results. That evening was the first time I was ever embarrassed to wear the uniform, a feeling I'm ashamed to ever have known. Though our approach has been slow and methodical, many of the Marines in CIP have expressed conviction in ensuring that proper action is taken to address the concerns despite the concerns over potential retaliation. I thank you in advance for your time and attention to this issue.

V/r,

(b)(6)

APPENDIX A

Statement 1:

Mrs. Noelle Hubbard, Spouse

I was standing in the entryway greeting guests entering the event prior to the ball starting. Standing near the staircase leading up to the ball were a group of maybe 3-4 Marines and I believe a couple of other male guests in civilian dress. The Marines seemed to be older, higher rank enlisted, as I remember noticing a lot of stripes. I noticed the group started to get loud and rowdy, and became conscience of the fact that they appeared to be telling inappropriate jokes. All the guests seemed to have arrived, so at this point I was just standing there alone, but did not want to leave the entryway because I would have had to walk past the group to get to the stairs and up to the ball.

I took out my phone and pretended to be engaged, and hoped it wouldn't garner attention. The group then noticed I was there and alone, and I one of the Marines called out, "Hey, lady in red." Upon hearing this, the entire group started laughing and saying things. I tried not to listen because at this point, I was completely uncomfortable and didn't want any more attention. Then I got angry and answered them. I said that I had a name and introduced myself. I believe I had even met these Marines earlier. It made me angry because I had never been at a Marine ball where I felt at all disrespected and uncomfortable around any of the Marines. In fact, each ball I left feeling proud and humbled by the Marines I had met. They then asked where my date was.

They didn't actually expect an answer because then they kept talking and joking at my expense, and I heard one guy say, "Your date probably left his wife at home." This made me extremely angry and embarrassed, as the wife of one of the Marines at the ball. At one point, one Marine noticed how angry I was and tried to diffuse the situation but saying he would greet the guests and that I could go upstairs. I declined, mainly because I just didn't want to walk near them and up the stairs and have them talk about me. More laughter and words were exchanged afterwards, and I continued to feel uncomfortable until finally another spouse came to join me. I felt embarrassed and ashamed that I was treated in that manner and disrespected.

APPENDIX B

Statement 2:

(b)(6)

CI Platoon

My wife and I were one of the first couples to arrive at the ball around 1900 hours. Upon entering the ballroom, I observed (b)(6) standing next to the bar. They appeared to be the only Marines in the ballroom at the time. As I approached the bar I observed that (b)(6) (b)(6) was heavily intoxicated. As a police officer at the time, I immediately took notice that he was reaching a high degree of intoxication; a degree of which I would have arrested someone for on the streets. At the time, however, I did not observe him acting belligerent or disorderly and assumed that (b)(6) was keeping an eye on him. I ordered the cocktails and returned to the lobby. Before long, the ceremony was about the begin and we took our seats.

As the ball progressed, (b)(6) became more intoxicated and shouted profanities that echoed the ballroom on numerous occasions. It should be noted that women, children, and even toddlers were in attendance of the ball. These outbursts of profanity caused many in attendance to make awkward eye contact with each other. One such outburst occurred when my peers and I were gathered for a photo. (b)(6) profanities echoed off the wall like a ricocheting bullet. I looked at my peers and observed that no one was smiling. As I looked at them I said, "Too much?" to which they all nodded in agreement.

As we were gathered for the photo, (b)(6) at some point had approached my wife and asked, "Who do you belong to?" My wife responded that she was married to [me] and he subsequently invited her to the bar to do a shot with a group of other Marines that included (b)(6) (b)(6) An invitation of which is common and benign given that it was the Marine Corps Ball. My wife, being the good-natured woman that she is, accepted the invitation. After the drink she returned to her seat where I joined her.

The next morning, we had all assembled for a company brunch as is our tradition after the ball. When (b)(6) walked in I observed that he was still intoxicated and continued to consume alcohol. I did not, however, observe (b)(6) acting disorderly or inappropriate during this time. The following day, I received a phone call from another (b)(6) who informed me that I needed to speak with (b)(6) about something regarding (b)(6)

I called (b)(6) and he explained that he was invited by (b)(6) to the bar to do shots along with my wife. He explained that as my wife was walking away after the shot, (b)(6) pointed to her and said, "She should be your girlfriend" to which (b)(6) awkwardly responded that he was married. (b)(6) then replied with, "That's ok, she can be your deployment girlfriend." It should be noted that my wife told (b)(6) that she was married to me just minutes beforehand. Furthermore, she was wearing a wedding ring. It should also be noted that (b)(6) was standing next to him when he said this.

My wife has supported me through 12 years and three deployments in the Marine Corps. It is because of her supportive attitude that I was able to volunteer for a fourth deployment to Afghanistan this coming September. For her to be treated like that should be considered an attack on our very Corps for if such behavior is tolerated in this battalion then I will remove myself and my wife from service. Despite witnessing some of the most grotesque displays of unprofessionalism from (b)(6) all that was asked for was an apology. An apology of which has not materialized nearly six months later.

Had I been the one to act in such a manner and had I disrespect (b)(6) wife or (b)(6) (b)(6) wife I know I would have been justly dealt with swiftly and mercilessly.

APPENDIX C

Statement 3:

(b)(6)

CI Platoon

CI/HUMINT is notorious for always trying to recruit from other MOS' because our field is always low on personnel. As a recruiting tool, we often invite prospective candidates to spend some time with the team in social settings so they can get a sense of the high level of maturity and intellect that is required of the MOS. Exposing candidates to the community of Marines we have is a powerful incentive to join the field for the opportunity to work with the kind of high-performing teams typical of the MOS.

We invited one very competitive prospective candidate, a Sergeant from a unit in Baltimore, to join us at the ball this year. This Marine speaks several languages fluently, including a rare and high-demand language; he also had experience in strategy from being a consultant at one of the large consulting firms in DC, along with a generally impressive application. At the ball, he was treated as an inferior Marine, even being questioned at one point on his service record by (b)(6) (b)(6) and the other Marines from Battalion.

I witnessed this Marine taking photos in-front of the flags with his girlfriend, when they were shoved out of the way by (b)(6) and the others with him. They said, "Are you infantry?" When the candidate politely shared that he was not, they quipped, "Then get the hell out of the way for some real Marines!" I was personally disgusted, as I had never witnessed this kind of unprofessional—incredibly embarrassing—behavior.

The following week, the candidate withdrew his application citing that he understood the behavior wasn't the team's fault, but he didn't want to be involved with Battalion leadership like that.

APPENDIX D

Example of unprofessional behavior at the event;

(b)(6)

pictured:

